

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after December 12, 2004, are as follows: Average increases of 31 cents (3.7 percent) for Level 1 and 36 cents (3.2 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2004.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u> <u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	671	8.66	12.68	6.90
CASHIER-CHECKER	795	8.02	13.48	7.00
CUSTOMER SERVICE ASST	149	9.61	11.93	7.20
OFFICE CASHIER	82	10.18	16.55	7.50
TELLER	63	10.60	13.18	9.14
DESK CLERK	162	8.69	10.02	8.04
NF - 2				
HEAD SALES PERSON	10	9.66	10.66	8.00
STORE DETECTIVE	67	10.37	13.89	7.80
HEAD CUSTOMER SVC ASST	33	11.26	17.18	9.18
PAYROLL CLERK	16	15.44	19.08	11.80
ACCOUNTING TECHNICIAN	79	14.63	19.22	8.01
NF - 3				
DEPARTMENT MANAGER	165	13.12	21.80	8.84
EXECUTIVE SECRETARY	49	15.49	18.72	13.52

WAGE AREA : #134 San Bernardino, CA

ORDER DATE: October 8, 2004

SURVEY : #020/022-37